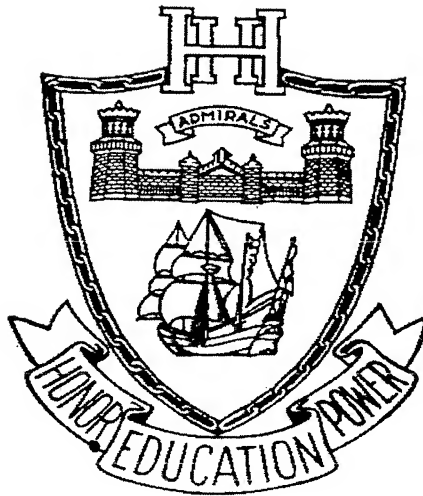


Original



CONDITIONS OF EMPLOYMENT
Bus Drivers

FOR

2005-2008

HENRY HUDSON REGIONAL SCHOOL DISTRICT BOARD OF EDUCATION

One Grand Tour, Highlands, NJ 07732

HENRY HUDSON REGIONAL BUS DRIVERS CONDITIONS OF EMPLOYMENT

The following terms and conditions will remain in effect for the following school years of **2005-2008**

1. **2005-2006** hourly rate @ **\$18.38/hour (4.25%)**
 2006-2007 hourly rate @ **\$19.25/hour (4.75%)**
 2007-2008 hourly rate @ **\$20.16/hour (4.75%)**
2. Additional \$1.00 per hour to be paid for all trips leaving Henry Hudson after 5:00 p.m.
3. Five sick days and two personal days (unused sick days and personal days are cumulative as sick days).

Family Sick Days -

Full Time Drivers will receive two (2) days annually, for sickness in the immediate family of the employee limited to mother, father, wife/husband, children or member of the household. These days are non-cumulative.

4. Four paid holidays - Thanksgiving, Christmas Day, New Year's Day, Good Friday.

Health Care -

Effective as soon as possible, Horizon Blue Cross/Blue Shield, Blue Card PPO shall become the benchmark plan. The Board shall provide 100% of the premium cost of the PPO plan with dependent coverage for all **employees hired before the date of this settlement.**

All employees hired before the date of this settlement have the option to waive health benefit coverage. If employees waive health benefit coverage, these employees will receive 25% cost in a lump payment in June of school year.

All future employees, hired after the date of this settlement, will not receive health, dental or prescription benefits.

Doctor Office co-payment visit will be \$15.00.

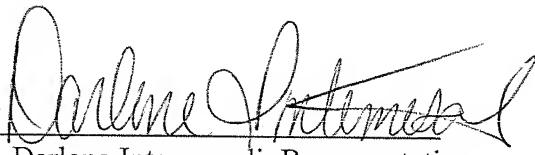
Effective as soon as possible, the Board shall enter into an agreement with a mutually agreeable company to provide members of the unit and their dependents with **prescription coverage with a \$20.00 co-payment-brand name, \$10.00 co-payment-generic, \$10.00 co-payment order-generic, and \$20.00 co-payment-mail order-brand name.** The Board agrees to contribute to such plan, from the date it becomes effective, the established rate monthly for each member of the unit. Coverage for each member of the unit and his dependents shall commence only after the individual member makes application for said coverage and executes the necessary enrollment card. The administration of the aforementioned plans shall be controlled by the agreed upon companies in accordance with their rules and regulations.

6. Unused sick leave shall be accumulated from year to year with no maximum limit. Upon retirement, employee will be paid for unused sick days at the rate of \$25.00 per day to a maximum of \$2,500.00 (a maximum of 100 days X \$25.00 per day).

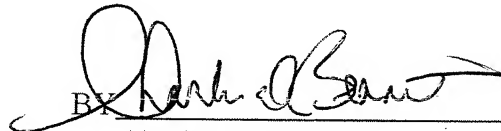
DURATION OF AGREEMENT

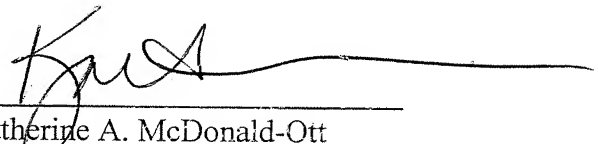
This Agreement shall be effective as of July 1, 2005 and shall continue in effect until June 30, 2008.

HENRY HUDSON REGIONAL
BUS DRIVERS

BY 
Darlene Intermesoli, Representative

HENRY HUDSON REGIONAL
BOARD OF EDUCATION

BY 
Charles D. Bennett
Board President

BY 
Katherine A. McDonald-Ott
Board Secretary

Board Ratified January 25, 2006